

City of Selah
Council Minutes
November 27, 2018

Regular Meeting
Selah Council Chambers
115 West Naches Avenue
Selah, WA 98942

A. Call to Order Mayor Raymond called the meeting to order at 5:30pm.

B. Roll Call

Members Present: Jacquie Matson; Rachael Glaspie; John Tierney; Roger Bell; Diane Underwood; Russell Carlson

Members Absent: Jeremie Dufault

Staff Present: Donald Wayman, City Administrator; Robert Noe, City Attorney; Dale Novobielski, Clerk/Treasurer; Eric Steen, Deputy Police Chief; Gary Hanna, Fire Chief; Joe Henne, Public Works Director; Ty Jones, Public Works Utility Supervisor; Jeff Peters, Community Development Supervisor; Andrew Potter, Human Resources Manager; Monica Lake, Executive Assistant

C. Councilmember Absence – Motion to Excuse

Council Member Carlson moved, and Council Member Underwood seconded, to excuse Council Member Dufault. By voice vote, approval was unanimous.

D. Pledge of Allegiance

Council Member Tierney led the Pledge of Allegiance.

E. Invocation

Pastor Rebekah Strobel gave the prayer.

F. Agenda Changes **None**

G. Public Appearances/Introductions/ Presentations **None**

H. Getting To Know Our Businesses **None**

I. Communications

1. Oral

Mayor Raymond opened the meeting.

Whitney Stohr, Selah Downtown Association, approached the podium and addressed the Council. She said that the Giving Tree was up at the Civic Center, expressing her thanks to the City for use of the space, and went on to say that they were sponsoring twenty-five local families with gifts due back by December 7. She noted that Small Business Saturday was last Saturday, with free bags handed out and prizes given out as well. She finished by saying that the annual holiday parade would be Friday starting at 6:30pm, with the route running from the middle school to the Civic Center, and that it was shaping up to be biggest of the past three years.

City Administrator Wayman remarked that they would also have vendors and activities at the Civic Center.

Council Member Glaspie inquired as to when the roads would be closed.

Ms. Stohr answered that the Police would start closing streets at 5:45pm.

Council Member Matson asked who they would give the presents to.

Ms. Stohr responded that they would go to her.

Seeing no one else rise to speak, Mayor Raymond then closed the meeting.

2. Written

J. Proclamations/Announcements

1. Proclamation declaring December 2018 as Veterans Suicide Awareness Month

Mayor Raymond said that she met a young man this summer who was riding across the country spreading the word about suicide among veterans, and that each city he goes through he requests that they read this proclamation. She then read aloud the Proclamation declaring December 2018 as Veterans Suicide Awareness Month.

K. Consent Agenda

Council Member Bell moved, and Council Member Tierney seconded, to add N-1 to the Consent agenda. By voice vote, approval was unanimous.

Council Member Underwood noted a correction to the Minutes at the bottom of page two, where she said Mr. Carlon, not Mr. Archer.

Executive Assistant Lake read the Consent Agenda.

All items listed with an asterisk (*) were considered as part of the Consent Agenda.

- * 1. Approval of Minutes: October 23, 2018 Study Session & Council Meeting
- * 2. Approval of Claims and Payroll:
 - Payroll Checks Nos. 82272 – 82302 for a total of \$202,691.65
 - Payroll Checks Nos. 82303 – 82339 for a total of \$126,272.78
 - Claim Checks Nos. 72172 – 72229 for a total of \$563,010.69
- * 3. Resolution N – 1: Resolution authorizing the Mayor to sign a Law Enforcement Assistance Agreement relating to Communications between the City of Selah and Yakima County for 2019

Council Member Bell moved, and Council Member Glaspie seconded, approval of the amended Consent Agenda as read. By voice vote, approval was unanimous.

L. Public Hearings

- 1. Public Hearing to consider adoption of the City of Selah's 2018 General Sewer Plan

Public Works Director Henne addressed L – 1. He requested that Council hold a hearing to consider adoption of the 2018 General Sewer Plan, saying that this was a follow-up to the study session from the last meeting where they discussed the sewer plan and the public hearing is the public's opportunity to comment. He stated that, in accordance with WAC 173-240-050, they are required to periodically update the General Sewer Plan to account for current and future growth within the Urban Growth Area, reading aloud the specific requirements from the WAC, and requested again that Council conduct a Public Hearing and take public testimony.

Mayor Raymond opened the Public Hearing. She asked Council if they had any questions.

Council Member Matson expressed concern regarding the number of potential connections on page three compared with the potential costs indicated on page two, asking how they arrived at a number of five thousand, three hundred and thirty-three.

Public Works Director Henne responded that was the number of future connections that they believe would be supported by zoning of vacant properties.

Council Member Matson pointed out that they were only anticipating thirty to thirty-five per year.

Public Works Director Henne agreed that they are anticipating thirty-five new connections annually.

Council Member Matson asked, if they were looking at almost thirty-three million in improvements but growth is projected to be twenty to thirty-five households per year, how come they are anticipating that much in improvements.

Public Works Director Henne answered that there are several factors, such as the wastewater treatment plant needing to put in new clarifiers and aeration basins on 2028, and four million in collection improvements.

Council Member Matson wondered if they had a breakdown for actual improvements or if it was just included as part of the plan.

Public Works Director Henne replied that it was included and listed in the plan itself.

Council Member Matson inquired if they would be doing those improvements in stages.

Public Works Director Henne responded in the affirmative, referring her to the pages where projects were broken down by year.

Council Member Matson asked if that included the twenty-eight million eight hundred or just the four million one hundred and eighty-three.

Public Works Director Henne answered that it included all of that.

Council Member Matson requested that he direct her to the page.

Public Works Director Henne replied that he didn't bring it with him but the executive summary breaks down what the total costs would be, the system needs, and how they plan on paying for it. He added that the fee structures are broken down in there with what year and what percentages.

City Administrator Wayman stated that it was on page 97, table 7-3.

Council Member Matson inquired if that was the four million five hundred.

City Administrator Wayman answered in the affirmative.

Council Member Matson remarked that she understands it would be done in phases.

Public Works Director Henne responded that if they look on page 97, it gives a breakdown of those projects, what the cost is, and the approximate year to do the improvements.

Council Member Matson asked for confirmation that this was going to be paid for by connection fees or taxes already collected.

Public Works Director Henne replied that new connections would be paid by new users of the system through connection fees, but that it would not come on fast enough to follow schedule, so the City would need to get loans through either the U.S. Department of Agriculture (USDA) or the Department of Ecology (DOE).

Council Member Matson inquired if that would be for the four point five million.

Public Works Director Henne answered that it would be for everything.

Council Member Matson wondered about improvement C-3, which says that it would be completed next year.

Public Works Director Henne responded that they hope to get going on that project, and are a little behind because he wanted to adopt the General Sewer Plan earlier in the year.

Council Member Matson asked if those funds would be paid with what's in the budget, not with connection fees.

Public Works Director Henne replied that they would pay for them with connection fees, but as they won't come in fast enough to directly pay the connection fees would be used to pay off the loan for making improvements.

Council Member Matson observed that there are about ten stages of projects and wondered if there are other ones having the same amount of stages or if they are spread out around twenty years.

Public Works Director Henne answered that they would probably be in stages but much larger, adding that he was still working on a plan to maintain past the treatment plant capacity.

Council Member Tierney commented that the plans for sewer improvement are like road improvement plans, in that they are a projection of when they would like to get them done or start them.

Public Works Director Henne replied that it's a little of both, as they need to start making some of these improvements based on past history of how things have grown. He explained that they would choose a basin and focus on that, say for example Goodlander which has been the largest growth rate right now, and look at capacity improvements. He noted that if some growth rate isn't happening as quickly as projected they may delay certain projects, but otherwise would have to take out loans.

Council Member Underwood commented that HLA was supposed to provide them with a breakdown where they were changing the rate where they weren't taxing the...

Public Works Director Henne responded in the negative, saying that they stated they weren't going to change the rate, as it's based on putting improvements in and moving forward with this plan.

Council Member Underwood said that Council Member Dufault had requested it.

Public Works Director Henne replied that he knew that, but Mr. Pooler had specifically said no, that his professional recommendation was what they were.

Council Member Underwood remarked that she thought she heard him say he would bring that back to Council.

Public Works Director Henne didn't recall that.

Council Member Matson asked where the utility tax money on water bills is used.

Clerk/Treasurer Novobielski answered that currently the City imposes a twenty-nine point five percent utility tax, with six percent considered base to the General Fund, fifteen percent being the bond utility tax to repay debt service on the Marudo property, and the remaining eight point five percent a public safety tax split between the Police and Fire Departments for both the General Fund and Equipment Reserve Funds.

Council Member Matson inquired where the funds from sale of Marudo properties go.

Clerk/Treasurer Novobielski responded that when properties were sold the money was only to be used for capital improvements as it couldn't be used to pay the original bonds, so the first part was used to repay interfund loans on Carlon Park, then for renovation of the police facility.

City Administrator Wayman added that the most recent amount went into Fund 310.

Clerk/Treasurer Novobielski noted that when they refinanced the loan they lost the tax exempt status, which removed the restrictions that had been in place.

City Administrator Wayman stated that the money was going to Fund 310 for capital improvements, and that they have one roughly half-acre sized property left to sell.

Scott Clark approached the podium and addressed the Council. He said that he was representing Graf Investments, and wanted to ask a few questions relating to the plan, the dollar amount for connection fees and now many years it would take to raise the money. He added that it was a little bit confusing to him and that when looking at the dollar amounts it appears that it would be roughly seven thousand three hundred dollars per connection fee.

Public Works Director Henne corrected him, saying it would be six thousand, two hundred dollars.

Mr. Clark asked about the existing twelve hundred dollar fee.

Public Works Director Henne responded that was for water meters.

Mr. Clark stated that the six thousand plus connection fee was more than he had seen in other municipalities around Washington State, and that while the City of Selah doesn't have to pay attention to other city connection charges it does come into effect when considering growth and people coming into area. He opined that a six thousand dollar sewer fee would be a hard dollar amount to swallow for developers, and inquired if it would break down to per unit on a multi-family complex.

Public Works Director Henne responded that it was outlined in the plan.

Mr. Clark commented that it says an equivalent residential unit, and would that be twenty-four or twenty .related to sewer usage

Public Works Director Henne responded that those units aren't a full ERU per dwelling.

Mr. Clark remarked that someone building a multi-family unit would then be looking at twenty unit connection fees, and that adding that kind of cost would stifle growth. He understood that they were making this to accommodate future growth but felt there should be some happy mediums. He referred to the General Sewer Plan itself, indicating his confusion over how it shows the distribution system being generally expanded by developers but as this sewer charge comes into play it would adversely affect who was willing to come in. He ended by saying that six thousand dollars is a significant amount, and cautioned the Council and City that how they approach this might artificially stifle growth in the short term and be an uphill battle.

Council Member Carlson inquired as to what other municipalities were charging.

Mr. Clark responded that they were in the twelve to fourteen hundred dollar range, and even when he built condos in Seattle he wasn't paying four thousand per unit.

Mayor Raymond asked Public Works Director Henne if they were behind in putting money away for the future.

Public Works Director Henne replied that they were getting behind. He went on to say that putting in a septic system in the County runs six to eight thousand dollars and you can't get a plat done in the County without putting in a collection system.

Seeing no one rise to speak, Mayor Raymond closed the Public Hearing.

M. General Business

- | | | |
|----|--------------|-------------|
| 1. | New Business | None |
| 2. | Old Business | None |

N. Resolutions

- * 1. Resolution authorizing the Mayor to sign a Law Enforcement Assistance Agreement relating to Communications between the City of Selah and Yakima County for 2019

O. Ordinances

1. Ordinance of the City of Selah Adopting an Updated Sanitary General Sewer Plan as an Ancillary Document to the City of Selah's Comprehensive Plan; Establishing an Effective Date; and, Providing for Severability

Public Works Director Henne addressed O – 1. He said that he had nothing further to add, that the plan was just a plan that identifies improvements they are going to have to do and comes up with a financial recommendation for rates for the next fifteen years. He added that the City's engineers looked it over and said the estimates were good to get improvements done, and requested that Council give it some thought and move to adopt the plan.

Council Member Tierney moved to approve the Ordinance of the City of Selah Adopting an Updated Sanitary General Sewer Plan as an Ancillary Document to the City of Selah's Comprehensive Plan; Establishing an Effective Date; and, Providing for Severability.

Council Member Carlson requested some clarification and discussion before approval, saying that a month ago when they talked about the matter he had expressed concerns regarding the six thousand dollar fee, and with today's public testimony he felt it was an even greater concern.

Public Works Director Henne replied that he passed out a copy at the last meeting showing what other cities were at, and that while it may be cheaper to build in another city, if you want to live in Selah this would be what it would cost. He added that they have a dozen basins because of topography, and cannot bring it into one large collector pipe.

City Administrator Wayman remarked that what HLA did was take the raw numbers presented and come up with what was before them, and that the numbers don't change unless they change the presuppositions on growth. He added that it wasn't appropriate to ask Public Works Director Henne to come up with another number and make the facts all jive, saying that they need to either accept the numbers in the study and approve the plan, or they go somewhere else with that if they didn't accept it. He stated that this number would get them where they need to go for internal and external growth.

Council Member Carlson responded that he didn't question the end numbers but proposed that they charge rental units the same as residential units to offset some of the costs.

Public Works Director Henne pointed out that they weren't asking him to pay it, just the new users.

Council Member Carlson replied that they could charge rental units the same as residential units.

Public Works Director Henne remarked that they did studies and found that a rental uses less than a residential unit.

Council Member Carlson disagreed, saying that there's no way his house uses more than an apartment complex.

Public Works Director Henne asked how many people were in his house.

Council Member Carlson said that they have two and a half who use a bathroom, the others are in diapers.

Public Works Director Henne responded that they would have more users as the children grow up, and that an apartment house can have the same thing.

Council Member Carlson replied that was his point, and wondered why they were incentivizing someone for living in a rental apartment and penalizing someone in a residential home.

Council Member Glaspie didn't feel it would deter growth within the City for single family homes, just be a deterrent for massive complexes.

Public Works Director Henne pointed out that it was only an initial connection fee.

Council Member Glaspie opined that, while it would only cost two thousand to connect in Yakima, having a Selah address versus a Yakima one wouldn't deter growth as people want that address.

Council Member Tierney felt that the only place he saw having an adverse impact would be if there was a program in the community for low income housing. He said that they have an award-winning sewer system, and he does not want to see Council take any action that would jeopardize their continued ability to have an award winning sewer system.

Public Works Director Henne said that if they don't keep up with improvements and don't get that plant improved to maintain its capacity then they are going to have to deny subdivisions.

Council Member Tierney reiterated his motion to approve.

Council Member Carlson suggested that he move to approve making up that money by charging people sewer rates.

Public Works Director Henne remarked that they went through that at previous meetings.

Council Member Carlson responded that he realizes they have discussed it over and over, and his opinion is still the same that they could make up a lot of ground by charging them the same rate.

Public Works Director Henne stated that the ERU studies did not support that, but found that per apartment is less than single family homes.

Council Member Carlson inquired if that was the only way to do it.

City Administrator Wayman answered that it was the best way.

Council Member Carlson asked what Yakima's rates were.

Public Works Director Henne responded that he didn't know.

Council Member Tierney commented that he harped on this for eleven years and that he was satisfied with the report from HLA, which shows very clearly in recognized standard what they can in good conscience charge for sewer usage.

Council Member Carlson felt there were other ways to do this, adding that he disagreed with it when they were presented with the plan last year.

Public Works Director Henne remarked that they are now a year behind with this, as he had presented the initial draft last December.

Council Member Carlson thought that the same question was brought up last year.

Public Works Director Henne answered that was why they brought back information on the ERUs and discussed how to come up with an equitable number. He said that other cities vary as well.

Council Member Carlson responded that the point he was trying to make is that everyone is different.

Public Works Director Henne asked if he wanted to measure by BOD or by unit, as they have done the study and looked at the actual effluent being produced, which is less per apartment than a single family residence.

Council Member Underwood didn't feel she created as much as other households.

Public Works Director Henne responded that without meters at each house they have to come to a happy medium.

Council Member Tierney inquired if he would get charged for sewer while in Arizona for four months.

Public Works Director Henne answered that he would have to pay the minimum.

Council Member Tierney responded that was his point, that whether in the house or not he would have to pay the charge.

City Administrator Wayman stated that this was the best way to do it until they put a meter on every house.

Council Member Carlson wondered if there were cities who charged the same for apartments and residential houses.

Public Works Director Henne answered that everyone was different.

Council Member Carlson said that, while he respects the information provided by HLA, he was seeing a need to make up a lot of funds and had some concerns about both hookup costs and what he perceived as a discount to live in an apartment complex.

Public Works Director Henne replied that they are not providing a discount but charging by BOD usage. He went on to say that he would need to have six guys for three days reading sewer meters, then the same for water meters, if they opted to meter every unit or residence.

Council Member Carlson asked about reducing hookup fees and increasing sewage fees per unit.

Public Works Director Henne answered that then they would have existing users paying for future users.

Council Member Carlson suggested an increase to four thousand then a charge per unit on the sewer rate for current users.

Public Works Director Henne stated that he presented the materials and made his arguments, and had nothing else to add to that.

Council Member Tierney moved, and Council Member Bell seconded, to approve the Ordinance of the City of Selah Adopting an Updated Sanitary General Sewer Plan as an Ancillary Document to the City of Selah's Comprehensive Plan; Establishing an Effective Date; and, Providing for Severability. Roll was called: Council Member Matson – recusal; Council Member Glaspie – yes; Council Member Tierney – yes; Council Member Bell – yes; Council Member Underwood – no; Council Member Carlson – no. Motion passed with three yes votes, two no votes, and one abstention.

Council Member Tierney called for a recess.

Council took a six minute recess.

2. Ordinance Establishing the 2019 Salary Schedule for Management, Confidential, and Unrepresented Employees

Human Resources Manager Potter addressed O – 2. He said that the Ordinance before them outlines the 2019 salary schedule for all employees not covered under collective bargaining units, City Administrator's salary per his contract, or the Mayor and Council stipends outlined in the City's Municipal Code. He went on to say that they outline them for transparency and ease, as they routinely receive public records requests for comparative salaries; having a document like this allows them to respond quickly, and although there are no regulations that require the City to do this he believes in transparency. He remarked that salaries for 2019 are all estimated at a two percent COLA increase to be the same as the union bargaining groups, the pool positions have been removed as the City has not agreed to run the facility at this point, and some slight adjustments in wages were made for the youth Parks and Recreation employees which would continue adjusting as minimum wage continues to increase. He noted that the City has applied this year and will carry into next year that fourteen and fifteen year old employees could be paid eighty-five percent of minimum wage.

Council Member Bell inquired about the minimum wage law as it would pertain to salaried employees, as his understanding is that it would go up to somewhere around fifty-seven thousand annually.

Human Resources Manager Potter answered that he was talking about FLSA classification, and that neither of those mean salary per se. He went on to say that the City pays all full-time employees as if salaried but each given classification as exempt or nonexempt, saying that they actually take this number for every employee and break down to an hourly rate so they can calculate an hourly number even though they are paid on a flat salary basis. He noted that the list contains many employees that are exempt and just as many that are nonexempt.

Council Member Bell wondered if they would be looking at a really large jump to compensate for the change in law.

Human Resources Manager Potter replied that he was not completely aware of those new changes as they would pertain to City employees.

City Administrator Wayman commented that the news just came out today or yesterday, and they would be getting more details.

Council Member Bell responded that it had been knowledge for more than a year now as to what the schedule was, adding that it would be very difficult to absorb a fifteen percent increase, and the City couldn't afford it for all employees.

Human Resources Manager Potter stated that he honestly doesn't know what the changes are exactly, and that even though he has been following it for more than a year labor groups still allowed to make comments. He agreed that they need to anticipate those changes in the future but felt they were in a position to adjust as necessary.

Council Member Tierney remarked that he would like to see all three directors, the Fire Chief, the Police Chief, and the Public Works Director, be paid the same amount by adding an extra eight dollars to the Public Works Director and Police Chief salaries.

Human Resources Manager Potter replied that he would be asking his fellow council members to add that, and that it might be advisable to see whether these positions are being paid competitively compared to other similar sized jurisdictions.

Council Member Tierney moved, and Council Member Bell seconded, to pay the Police Chief and the Public Works Director on parity with the Fire Chief, and to do a salary study for 2020. By voice vote, approval was unanimous.

Council Member Tierney moved to approve the Ordinance Establishing the 2019 Salary Schedule for Management, Confidential, and Unrepresented Employees as amended.

Council Member Carlson felt it wise of the City to be doing this on their own initiative, as it provides transparency. He opined that they should include the Council, the Mayor and the City Administrator as well.

Council Member Carlson moved to amend the 2019 Salary Ordinance to include the incomes for the Mayor, Council Members, and City Administrator.

Clerk/Treasurer Novobielski commented that another section of the Municipal Code specifically spells out the salary amounts for the Mayor and Council Members, and felt it unnecessary to include those positions when they are already provided for in the Code.

Council Member Carlson suggested that they just add the City Administrator then.

Clerk/Treasurer Novobielski replied that his salary was dictated by a contract.

Council Member Carlson felt that would need to be included as well.

Council Member Bell observed that they are already transparent on the matter because his contract needs to be approved by the Council.

City Administrator Wayman remarked that they already have a public document that reflects his salary, and an Ordinance that reflects those for the Council and Mayor, adding that this is not a recap but a statement for the current salaries for that fiscal year.

Council Member Carlson responded that he brought it up because of transparency and fiscal responsibility, and that he thinks anybody would be included. He went on to say that it made sense to him to have them all listed together for that transparency and fiscal responsibility, although if Council Member Tierney disagreed he could continue with his original motion.

Council Member Glaspie said that she didn't understand why it can't be on there.

Human Resources Manager Potter replied that what he was hearing from other staff is that they were not saying it can't be but that a contract pays them an amount for the following year and they see no need to have separate contract documents that you have to approve to allow payment for, as those documents also outline the conditions of employment that are different from these employees.

Council Member Bell opined that they shouldn't add it because the Ordinance would then say they're also entitled to a two percent increase.

City Attorney Noe commented that this ordinance establishes these salaries. He went on to say that the Mayor and Council are established by a different Ordinance, the City Administrator's salary established by a different contract as well as other employment contracts, and it didn't make sense to him to put them on there.

Human Resources Manager Potter remarked that he was willing to put all the employees on a spreadsheet and provide it to Council Members.

Council Member Carlson responded that was what he was going for, and why not put it all on one document.

Human Resources Manager Potter answered that those who request the information want specific groups of employees such as fire employees and their contract, as they have a uniform package in Selah most others do not.

Council Member Bell seconded to approve the Ordinance Establishing the 2019 Salary Schedule for Management, Confidential, and Unrepresented Employees as amended. Roll was called: Council Member Matson – yes; Council Member Glaspie – yes; Council Member Tierney – yes; Council Member Bell – yes; Council Member Underwood – yes; Council Member Carlson – yes. By voice vote, approval was unanimous.

3. Ordinance Adopting the Budget for the City of Selah, Washington, for the Fiscal Year ending December 31, 2019

Clerk/Treasurer Novobielski addressed O – 3. He said that this was the summary Ordinance for the 2019 budget, reading the total expenditures amount from the document, and noted that they had held many hearings on this matter.

Council Member Bell moved, and Council Member Carlson seconded, to approve the Ordinance Adopting the Budget for the City of Selah, Washington, for the Fiscal Year ending December 31, 2019. Roll was called: Council Member Matson – yes; Council Member Glaspie – yes; Council Member Tierney – yes; Council Member Bell – yes; Council Member Underwood – yes; Council Member Carlson – yes. By voice vote, approval was unanimous.

P. Public Appearances **None**

Q. Reports/Announcements

1. Departments

Deputy Police Chief Steen had no report.

Fire Chief Hanna had no report.

City Administrator Wayman requested that he talk about the work being done to a district station.

Fire Chief Hanna responded that one of the district stations on Harrison Road broke ground on a three thousand square foot addition, which is slated to be done by early May of next year. He added that he would let Council know when the project has been completed.

Community Development Supervisor Peters said that he would be bringing a contract to the next meeting for CWA Consultants as plan reviewers as their contract is up for consideration, and along with that he would have the annual YVCOG planning contract for five thousand dollars.

Public Works Director Henne said that the Civic Center project is mostly completed although it won't be striped until next year. He added that the parking lot lights are on order, and that the contractor is responsible for putting the signage in. He remarked that they received salt for the roads, with deicer showing up tomorrow, and that the trucks are ready to go. He noted that most of the holiday lights are up, and they placed a tree at the Civic Center donated by John Soden.

Clerk/Treasurer Novobielski provided Council with the sales tax report for November, saying that it was just over one hundred six thousand dollars, bringing the year to date amount to four thousand dollars more than last year at this time.

Human Resources Manager Potter had no report.

City Administrator Wayman requested that he discuss the emerging insurance with the Teamsters.

Human Resources Manager Potter remarked that Council heard about the matter when they were going through contract negotiations earlier in the year, and that they have canceled the Regence contract and additional life insurance policy as part of the move to Premiera, the Teamsters insurance. He went on to say that the benefits of the actual insurance policy are similar across the board, and that registration sheets for employees should be sent out that week to fill out and get employees registered. He commented that they would also be opening HRA VEBA accounts for all employees, with the City contributing seven hundred fifty dollars at the first of the year, and that all employees would be participating by putting five percent of their salaries into that account, which they retain even if they leave or retire. He noted that rates for both vision and dental have increased slightly for the first time in the last five years.

Council Member Tierney questioned why they provide vision insurance to Council Members.

Council Member Carlson asked why they wouldn't.

Council Member Tierney responded that most of the Council have insurance providers.

Human Resources Manager Potter remarked that he doesn't have the history on why that was done, but they can reevaluate providing it.

City Administrator Wayman agreed that they could reevaluate it.

Council Member Tierney commented that it was done prior to him joining the Council and he wondered why it was as most Council Members have vision insurance through other policies.

Council Member Carlson observed that not all do.

Human Resources Manager Potter answered that it was likely wanted at some point. He noted that he did a salary survey two to three years ago and found that Selah was right in the middle for the Yakima Valley.

City Attorney Noe had no report.

2. Council Members

Council Member Matson said that they were supposed to hold a Volunteer Park committee meeting last week but no one showed for it. She added that they need to restructure to decide how to make decisions.

Council Member Glaspie reminded everyone that the Selah Parks Foundation was working hard to fill the pool, and are selling bricks as part of that effort, just like the ones at Volunteer Park. She also wanted to mention Make A Splash, a dinner and live auction on February 2, and that people can purchase tables or individual tickets for by contacting Barb Petrea. She noted that doors would open at 5:30pm with dinner served at 6:30pm.

Council Member Tierney said that they canceled the LTAC meeting for this Monday, and moved it to December 3. He added that they anticipate other requests for expenditures out of LTAC funds for the upcoming budget year.

Council Member Bell remarked that the delays on the Civic Center were nothing compared to the Fire Department getting construction started on the Harrison Road project and that it was good to see the project going forward. He spoke briefly on the pool project, saying that the walls were formed and should be poured Friday and the floor of the entire pool should be poured prior to Christmas.

Council Member Underwood reported on the most recent Selah School Board meeting, saying that enrollment was up and they were still open to non-resident students. She added that they are working on a two year levy to be presented to the County by December 14th to be adopted, and then go to out to the community in February for a vote.

Council Member Glaspie inquired when they started opening to non-resident students.

Council Member Underwood responded that they had closed that but as enrollment is down from the previous year they opened it. She encouraged anyone who was interested to attend the board meetings.

Council Member Carlson said that City Administrator Wayman has been really supportive regarding a City sign by reaching out to property owners to try and make something happen. He commented that it would be amazing if they can make it happen, although they do have a plan B.

3. City Administrator

City Administrator Wayman encouraged people to come out Friday night for the festivities, saying that Recreation Manager Morales and Civic Center Tait would have some great stuff at the Civic Center.

4. Boards **None**

5. Mayor

Mayor Raymond remarked that it's great for the people who participate in the parade to see the streets lined. She said that the centennial plans are moving along, and that the next meeting would be next Thursday at 4pm in the conference room.

Council Member Bell asked if she had a date for the ping pong tournament.

Mayor Raymond replied that she plans to visit each department tomorrow afternoon to deliver fliers for the tournament and the annual Christmas decorating contest between departments. She noted that the Police Department currently holds the trophies for both sports and decorating.

Public Works Director Henne pointed out that Public Works decorates the outside of the Civic Center and City Hall.

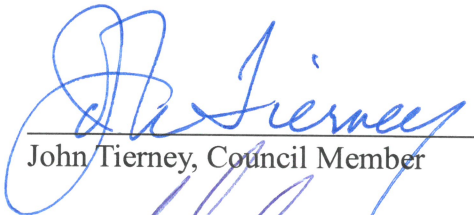
Mayor Raymond responded that they would also place the lit up apple in front of City Hall after they get the lights working. She said that someone from the community would be doing the judging, and that the ping pong competition would be held on December 27.

P. Executive Session **None**

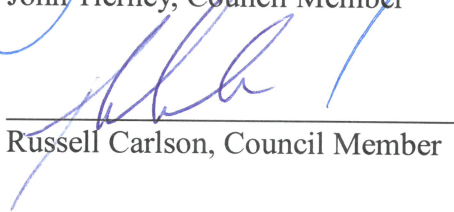
Q. Adjournment

Council Member Matson moved, and Council Member Glaspie seconded, that the meeting be adjourned. By voice vote, approval was unanimous.

The meeting adjourned at 7:16pm.



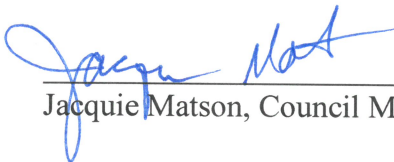
John Tierney, Council Member



Russell Carlson, Council Member

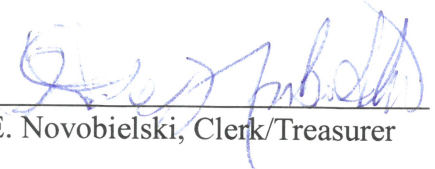
EXCUSED

Jeremie Dufault, Council Member

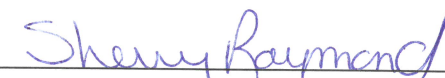


Jacquie Matson, Council Member

ATTEST:



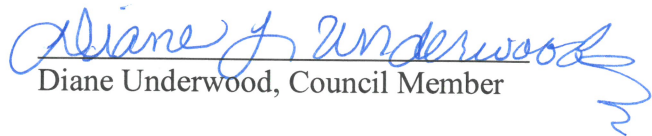
Dale E. Novobielski, Clerk/Treasurer



Sherry Raymond, Mayor



Roger Bell, Council Member



Diane Underwood, Council Member

Rachael Glaspie, Council Member